

This question paper contains 3 printed pages]

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S. No. of Question Paper : 6360

Unique Paper Code : 2923062022

Name of the Paper : Transnational Human Resource Management

Name of the Course : Bachelor of Management Studies

Semester : IV/VI

Duration : 3 Hours

Maximum Marks : 90

(Write your Roll No. on the top immediately on receipt of this question paper.)

Attempt All questions.

1. Read the following case and answer the questions :

TechNova Inc. is a rapidly growing U.S.-based multinational corporation (MNC) that specializes in artificial intelligence and cloud-based enterprise solutions. After establishing a strong presence in North America, TechNova is now planning to expand its operations into Southeast Asia, with its first overseas office to be set up in Singapore.

The leadership team at TechNova is excited about the potential of this new market, but they are also aware of the challenges that come with international expansion. One of the most critical concerns is staffing the new office-balancing local knowledge with corporate culture, ensuring compliance with labor laws, and maintaining consistent performance across borders.

P.T.O.

Questions :

- (a) Explain the various approaches to staffing that can be used by TechNova Inc. to hire people according to their needs. 8
- (b) If you were the HR manager of the company, what precautionary measures would you take so as to avoid expatriate failure ? 8
2. (a) Outline the differences between domestic and international human resource management and define the terms : PCN, HCN and TCN. 8
- (b) Explain the concept of repatriation. What are the major issues employees face when returning to their home country after an international assignment ? 8
3. (a) Discuss the major factors associated with appraisal of expatriate managerial performance ? Define hard, soft and contextual goals in assessing managerial performance. 8
- (b) Explain the factors influencing international compensation and critically examine the components of a compensation package in an international organization. 8
4. (a) Hofstede's Cultural Dimensions Theory is widely used to understand cultural differences in international business. Briefly describe any *four* of Hofstede's cultural dimensions. 8
- (b) Explain the Going Rate Approach and Balance Sheet Approach of International Compensation. 8

5. (a) What is the role of training and development in preparing employees for international assignments ? Suggest a pre-departure training plan for an employee. 8
- (b) Explain development phases of an international M&A and the respective HR implications. 8
6. Write short notes on any *two* of the following : 5×2=10
- (a) Tax Equalization and Tax Protection
- (b) International Industrial Relations
- (c) Cost-of-living allowance (COLA).